



Women's Voices

Howard County Commission for Women

Commissioners

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Meetings

The Commission meets monthly on the second Tuesday of the month at 7:00 p.m. The public is invited.

Please call 410-313-6400 (TTY 410-313-6401) for location and confirmation of time.

This January, President Obama signed into law the Lilly Ledbetter Fair Pay Act of 2009. Over the course of Ms. Ledbetter's career she lost more than \$200,000 in pay because she was paid less than her male counterparts doing the same job. When Ms. Ledbetter realized the discrepancy she sued her employer, but her claim was denied when the Supreme Court ruled that the claim had to be brought within 180 days of her first discriminatory paycheck. While the passage of the Fair Pay Act does not guarantee that women will be paid equally to men, it does mean that women's ability to challenge unequal pay is restored because women can now file a claim within 180 days of receiving any paycheck considered discriminatory.

The commission has been an ardent supporter of the Fair Pay legislation. As our 2007 report on the Economic Status of Women in Howard County found, women in Howard County still earn significantly less

than men within occupational fields and regardless of educational attainment. The Fair Pay Act is another tool to help bring about positive change for women here in Howard County and throughout the nation.

This March, Howard County will recognize women who, like Lilly Ledbetter, have gone above and beyond to improve the status of women and to break new ground, at the annual **Women's Hall of Fame**. This year's inductees are **Gail Bates, Carroll Kitzmiller**, posthumous nominee **Gloria Washington Wallace, Beverly White-Seals** and **Doris Slack**. These creative and dedicated women will be recognized at the Women's Hall of Fame on March 12, 2009 (Howard Community College, Rouse Company Foundation Student Services Building). The event begins at 7:30 PM and all are invited to attend and celebrate the inductees' accomplishments.

Commissioner's Corner Courtney Workman, Chair



Pioneering Women—An Interview with Martha Clark

Women rule in Howard County—especially within the agriculture industry. It's been said that Howard County has more women-owned farms than any other county in the nation. Whether you're picking up fresh corn from a local roadside farm stand, getting your weekly stash of fruits and veggies from a CSA (Community Supported Agriculture) farm like Breezy Willow Farm in West Friendship (owned by R.J. Caulder) or taking the kids to a petting farm like the one at Clark's Elioak—women are running things

both in front of and behind the scenes.

As one of the more prominent women in the Howard County farming community, Martha Clark, owner of Clark's Elioak on Rt. 108, took a few minutes to share how and why she made the transition from a public policy major in college and former Executive Director of the Maryland Commission for Women (five-year stint) to become the owner of one of Howard County's most successful farms.

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FIRST OF ITS KIND: MARYLAND WOMEN'S HERITAGE CENTER

As the nation's first, the Maryland Women's Heritage Center (MWHC) is a collaborative by-product of state and local efforts to bring to the forefront the accomplishments of women. In its earliest stages of development, both the Maryland Department of Education and the Maryland Commission for

Women spearheaded efforts to make the center possible. In fact, Maryland State

Superintendent of Schools Nancy Grasmick and the Honorable Helen Holton serve on the MWHC board of directors along with present first lady Catherine O'Malley, and former first ladies, Frances Hughes Glendening and Kendel Erlich.

"The establishment of the center was also made possible through the support of the Maryland General Assembly and women legislators of Maryland," says, Executive Director, Jill Moss Greenberg.

The mission of the Maryland Women's Heritage Center is to provide a place for Marylanders to come together to meet, learn about and act upon issues of

importance to girls, women, families and communities. "The center's mission is one dear to my heart---to preserve the past, understand the present and shape the future by recognizing the contributions of Maryland women and girls," Glendening says. At present, the center is in the process of developing

leadership programs for girls and women in conjunction with the James MacGregor Burns Academy of Leadership, a leadership

training program that trains young girls and women for leadership roles in their communities.

As a service to the community, the center will serve as a clearinghouse where it will provide information about events related to women and women's issues. Other initiatives include the establishment of an annual signature fundraising event for the center and launch of an online store on its website. For now, the MWHC operates out of the Maryland State Department of Education building located in Baltimore and is looking for a permanent home.

- submitted by Commissioner, Joslyn Wolfe

Howard County Commission for Women Is Seeking Additional Commissioners!

The Howard County Commission for Women (HCCW) was established in 1980 to promote the economic, social and political equality of women. The Commission is comprised of twelve volunteers, including one student member, who are appointed by the County Executive and confirmed by the County Council. The Commission currently has multiple vacancies. If interested in serving, please send a resume and letter of interest to:

Jessica Feldmark, Chief of Staff
County Executive's Office
Howard County Government
3430 Court House Drive
Ellicott City, MD 21043

Questions can be directed to: women@howardcountymd.gov

The commission values diversity and encourages women and men of all backgrounds, ages, education levels and ethnicities to apply.

CONGRATULATIONS TO THE 2009 WOMEN'S HALL OF FAME INDUCTEES

Gail Bates
Carroll Kitzmiller
Doris Slack
Gloria Washington Wallace*
Beverly White-Seals

**posthumous inductee*

THANK YOU FOR YOUR SERVICE TO HOWARD COUNTY,
YOUR ADVANCEMENT OF WOMEN AND GIRLS ACHIEVEMENTS, and
YOUR SPRIT, COURAGE, AND CREATIVITY.

YOU JOIN A DISTINGUISHED GROUP OF FEMALE LEADERS IN HOWARD COUNTY.

Eva Anderson
Pearl Atkinson-Stewart
Joan Iverson Athen
Vivian C. Bailey
Virginia Bates
Sharon Bedke
Elizabeth Bobo
Evelyn Bolduc
Joyce M. Boyd, M.D.
Willa Jean Brooks, Ed.D.
Maggie J. Brown
Peg Browning
Yolanda Bruno
Wylene Sims Burch
Susan R. Buswell
Lucille Clifton
Shirley Collier
W. Ruth Conway
Joetta Cramm
Gertrude Crist

Frances M. Dawson
Roberta E. Dillow
Donora Dingman
Leola May Moore Dorsey
Leila L. Hajek
Priscilla Hart
Dr. Mary Hovet
Andrea S. Ingram
Anita M. Iribe
Ruth U. Keeton
Carolyn R. Kelemen
Deborah D. Kendig
Ellen C. Kennedy
Valerie Bowers Lash
Barbara K. Lawson
Doris Hillian Ligon
Pam Mack
Phyllis Madachy
Malynda H. Madzel
Dr. Ann Mech, JD, RN

Helen Buss Mitchell, Ph.D.
Jean Moon
Dorothy L. Moore
Maxine R. Mullican
Toby B. Orenstein
Almira Hart Lincoln Phelps
Judy Pittman
Donna Rice
Patricia Traugott Rouse
Mary Ann Scully
May Ruth Seidel
Jeanne Simons
Mary E. Snodgrass
Sue Song
Robin N. Steele
Doris Stromberg Thompson
Jean W. Toomer
Celona Banks Walden
Jane Walker
Natalie Woodson

**WOMEN'S HALL OF FAME
THURSDAY, MARCH 12 at 7:30 PM
ROUSE COMPANY FOUNDATION STUDENT SERVICES BUILDING, 4th Floor
HOWARD COMMUNITY COLLEGE**

Facts about Female Executives

- Women executives are more likely to consult with others—experts, employees, and fellow business owners—when developing strategies.
- Women executives have a greater natural tendency to deal comfortably with multitasking.
- Women executives have fewer competitive tendencies and often seek a more collaborative approach.
- Women executives tend to focus on the big picture when making important business decisions or developing strategies.
- Women executives stress relationship building as well as fact gathering.
- Women executives are more likely to talk through business approaches and incorporate the ideas of others before making final decisions.

-excerpted from *See Jane Lead*
by Dr. Lois Frankel

Women's Legislative Briefs

This is an exceptionally active period in the legislative arena. A new Congress is convened and the Maryland General Assembly is in session. Many of the matters being considered because of the weak economy, such as tax and health care measures, will affect women, especially the many women of low income. In addition, there are key pieces of legislation that specifically target women.

Submitted by Commissioner, Ruth Zlotowitz

Federal Law

The first piece of legislation signed by President Obama is known as the Lilly Ledbetter Fair Pay Restoration Act. This law reverses the effect of a 2007 Supreme Court decision, *Ledbetter v. Goodyear Tire*, which greatly limited the right to bring suit in pay discrimination cases. The Court threw out the standard previously used by the Equal Employment Opportunity Commission, which allowed anyone who had been discriminated against to file suit up to six months after the last discriminatory paycheck. The legislation reinstates the EEOC standard.

Another piece of legislation already passed by the House of Representatives, called the Paycheck Fairness Act, will strengthen the laws against gender discrimination in the workplace. It prohibits retaliation against workers who inquire about employers' wage practices or disclose their own wages, strengthens penalties for equal pay violations, and requires employers to show that wage gaps are the result of factors other than gender discrimination.

The pay gap is one of the central issues affecting women and families. Lower pay limits access to housing, education, and healthcare. The pay gap follows women into retirement and old age because Social Security and pensions are based on earnings. Based on the median earnings of full-time year-round workers, women's earnings were 77.8 percent of men's. Median earnings for women of color are generally even lower.

State of Maryland

The Maryland Legislative Agenda for Women (MLAW) is a statewide coalition of women's groups and individuals formed to provide a non-partisan, independent voice to promote legislation and policies for the well being of Maryland women and their families. The Howard County Commission for Women supports the MLAW Legislative Agenda for 2009, consisting of the issues listed below which will be brought before the Maryland General Assembly.

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President Obama has released his agenda. You can read more about his positions on a variety of issues, including women, at <http://www.whitehouse.gov/agenda/women/>.

BOOK REVIEW

Overcoming Underearning, by Barbara Stanny

It's no secret that women earn less than men. In fact, underearning (earning below one's potential) for women has become so pervasive in society that many women don't even attempt to get equality in pay—much less something significantly better. They simply abide by the “don't ask, don't tell” philosophy, and accept the going rate for whatever their position happens to be paying. Unfortunately, this silence is only digging women into a bigger financial hole. As one of the nation's leading authorities on women and money, Barbara Stanny has set out on a mission to not only educate women about the economic disparity, but empower them to believe they are worth so much more—no matter where they fall on the economic ladder. Her philosophy is “You can't change what you don't acknowledge,” and you can't acknowledge it if there are limiting beliefs or blocks holding you back from feeling worthy of demanding more. As the daughter of one of the pioneers of the tax industry, Richard Bloch (co-founder of H&R Block), Barbara Stanny clearly had a privileged upbringing—which included the golden “trust fund” at the end of her childhood. However, like many women, she was unprepared when it came to properly managing her finances and therefore turned it all over to her now ex-husband. He lost it all—and she eventually lost him. *Overcoming Underearning*, takes the reader on a five-step journey to financial independence. Her insightful process will help you become more confident asking for a raise, increasing your prices or getting a better job. If you're not sure whether you fall into the underearning category or not, look below for the 10 traits of a typical underearner:

- ✦ Underearners talk as if they are trapped. They feel stuck, as if they have no control over their life/time.
- ✦ Underearners give their power away. They blame outside conditions for causing their problem.
- ✦ Underearners underestimate their worth. They frequently give away their time, knowledge, skills, and experience for free or bargain prices because they don't believe they are worth more.
- ✦ Underearners crave comfort. Change, even a dream come true, is rarely comfortable. Underearners will often unwittingly sabotage their success rather than endure the discomfort.
- ✦ Underearners are self-saboteurs. People who underestimate their worth tend to undermine their success.
- ✦ Underearners are codependent. People who don't value themselves often put everyone else's needs before their own.
- ✦ Underearners live in financial chaos. They live paycheck to paycheck, going from one financial crisis to another, racking up debt, working incessantly with no end in sight—even those who are making what sounds like “good money.”
- ✦ Underearners are vague about money and success. They use the same methods to manage their money as they do to make most decisions: avoidance and delusion.
- ✦ Underearners are anti-wealth. They are ambivalent or downright negative about money and/or people who have it.
- ✦ Underearners are controlled by fear. They're afraid of success. They're afraid of failing, responsibility, being judged, rejection, people not liking them, having more or losing it all.

Reviewed by Commissioner Jennifer R. Smith

AARP Foundation Women's Scholarship Program

Helping Women 40+ Create New Lives and New Futures

The AARP Foundation Women's Scholarship Program provides scholarship funds to eligible women 40+ who are seeking new job skills, training and educational opportunities to support themselves and their families.

Applicants for the Women's Scholarship

Program must be: women; ages 40 and over; able to demonstrate financial need; and enrolled in an accredited school or technical program within six months of the scholarship award.

Thank you for helping me set an example for my daughters to encourage them to strive for more. I am determined and the future is bright.

--Kerry, 2008 AARP Foundation Women's Scholarship Recipient

AARP Foundation awards up to 100 scholarships each year ranging from \$500 to \$5,000, depending on financial need and the education or training program's cost. Scholarships fund part-time or full-time study (tuition, fees, and books) at public and private secondary schools, such as community colleges, technical schools, and four-year universities. They do not fund graduate studies.

Additional information about the program is available at www.aarp.org/womensscholarship.

Women's Legislative Briefs

(Cont'd from Page 4)

PROTECTIVE ORDERS – FIREARMS

This bill will clarify restrictions on the possession of firearms in final protective orders to: 1) conform Maryland law with federal law so that all firearms, not just regulated firearms, are removed from an abuser's possession for the duration of a final protective order; and 2) require a court to order an abuser to surrender firearms after a final protective order is issued.

CHILD SEXUAL ABUSE—PERSONS IN AUTHORITY

This bill will close a loophole in Maryland's child sex abuse law. Current laws fail to encompass sexual conduct that occurs when the adult does not have "temporary care or custody or responsibility for supervision of a minor."

UNEMPLOYMENT INSURANCE FOR PART-TIME WORKERS

This bill would provide unemployment benefits for part-time workers. Currently, even though taxes are paid on their wages, these workers receive no benefits when they are laid off.

FAMILY LAW—CHILD CUSTODY DETERMINATION

At present there is no statute that sets out the factors that a court must consider in making a custody determination. This bill would codify existing case law and would provide beneficial structure and criteria that form the basis of custody decisions.

MARYLAND HEALTH CARE FOR ALL PLAN

In Maryland, there are over 750,000 uninsured people. This bill would make quality health care affordable for all Marylanders.

Pioneering Women—An Interview with Martha Clark (Cont'd from Page 1)

After graduating from college, the last thing on Martha Clark's mind was working in the family agricultural business. In fact, it wasn't until her brother (who was running it at the time) decided to move the dairy portion of the family business to Georgia (leaving a gaping hole of leadership here in Howard County), did the idea even surface.

However, as the descendent of the Ellicotts (father's maternal side) who founded Ellicott City in the 1600's, and the Clarks, who owned farms all over Howard County dating back to 1797, the agriculture business was undeniably running through her veins and when the call came, it was loud and clear. Martha's father and grandfather established Clark's Farm in 1930 and raised Agnes Cattle and had a dairy farm for the next 50 years, until her brother took over. The 540 acres were used for raising beef cattle and sheep.

Today, under the leadership of Martha, that vision has expanded to include an extremely popular petting zoo, and enchanted forest, hay and pony rides and the retail outlet which sells grass-fed beef and lamb.

The Clark Elioak Farm is currently transitioning to processing their own meat and being able to offer it directly to the consumer by spring 2010.

Throughout the years, the popularity and support for the farm has been unwavering. And because

the animals are raised in pastures and are hormone free, pasture fed, locally grown and antibiotic free,

Clark Elioak has had no problem selling its natural product. Suddenly, it has become even more en vogue to be a "conscious eater." "Now it has a name; it didn't have one before, people just bought it because it was good."

Martha is a firm believer that people get enough corn in their daily diet. "They don't want it coming from their meat too."

Once a year, when she isn't busy running her farm and managing her staff, Martha looks forward to getting

together with the other women farmers in the area and supporting each other at the "Women in Agriculture Conference", held every February or March.

Martha clearly exemplifies the role model all of our daughters need: smart, tough and clearly running things.

*Interview conducted by
Commissioner Jennifer R. Smith*

Clark Elioak Farm
10500 Clarksville Pike, Ellicott City, MD 21042

Clarkland Farms
10380 Clarksville Pike Ellicott City, MD 21042

<http://www.clarklandfarm.com/>
410-730-4049



HELP FOR FOREIGN-BORN VICTIMS OF DOMESTIC VIOLENCE

Many foreign-born women in our community are at special risk for domestic violence and abuse by virtue of their immigrant status. Fortunately, these women can turn to FIRN, a local nonprofit accredited by the Bureau of Immigration Appeals, for immigration counseling and help in preparing key documents.

FIRN
www.firnonline.org
410-992-1923

FIRN has trained 45 attorneys, nonprofits, and law enforcement officials throughout the National Capital region to collaborate in using the U Visa. FIRN is also working with the Domestic Violence Center and others on outreach and supportive services tailored to the foreign born.

FIRN has two powerful immigration tools at its disposal – 1) VAWA (Violence Against Women Act) to free foreign-born women from abusive spouses who are U.S. citizens, and 2) the U Visa to assist undocumented victims who have suffered mental health or physical abuse from domestic violence and other serious crime and are willing and able to help law enforcement officials investigate and prosecute without fear of being deported.

For more information, contact FIRN at www.firnonline.org or by calling 410-992-1923.

- by Jennifer L. Blake, Executive Director, FIRN

COMMISSIONERS IN THE NEWS

The Commission is pleased to recognize the dedicated service of two Commissioners who have stepped down this past year, **Norma Hill** and **Dawn Fisk Thomsen**. We give them our thanks and deep appreciation for their many contributions to the Commission.

The Commission is pleased to welcome **Phyllis Meyerson** to the Commission for Women.

Commissioner **Raj Kudchadkar** and his wife, Sapna, are happy to announce the arrival of their daughter Asha Riva Kudchadkar, born November 28, 2008.

The Commission is pleased to announce that Chair, **Courtney Workman**, and Executive Secretary, **Lois Mikkila**, were both selected as participants in the 2009 Leadership Howard County Class.

We're on the web!

www.howardcountymd.gov
 Click on (1) Departments (2) Citizen Services (3) Commissions and Advisory Boards and (4) Commission for Women.